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Comments on Inspector General's Report on ORR Recruitment
Concerning the Recommendations. /60

#(1) Such a change must come very gradually. We cannot supply all the JOT's required now. If ORR depends on JOTP for their junior recruitment, they may be disappointed. Furthermore, the JOTP must make their standards and their attitudes more consistent with DDI/ORR needs.

#(3) This postponement of advanced study should not be allowed to alter any commitments made to young men before EOD with respect to the timing of external training.

In general, there should be a continued opportunity for the young graduate student (M.A. level) who wants to develop himself without much postponement into a specialist in economics analysis.

I do not find a specific statement ^{on} one reading as to whether a man who is to be assigned to ORR via JOTP will get about 6 months training in JOTP and then be assigned immediately to ORR or whether he will get a year or more in the Clandestine Services before entering ORR. If the latter program is followed, the young man may either (1) elect to stay in DD/P for a long period of time or (2) resign because he cannot follow his intended profession of economics.

Perhaps most important in recruitment is the difference between ORR and JOT entrance salaries. The ORR offering salary is a grade or two higher than JOT for an M.A. and 2 to 4 grades higher for a PhD. If these young men are all to enter through JOT, we shall be less competitive in salary.

I am inclined to continue a three-way recruitment for ORR:

- 1) The well-prepared PhD
- 2) The junior economist at M.A. level and possibly at B.A. level.
- 3) The social scientist via JOT.

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